

D. Granata CWO

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K# 6766

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PROPOSAL TO LOCAL #73
Milwaukee, Wisconsin 5-18-72

On Behalf of
KOHL'S FOOD STORES
GODFREY CO. (Sentry Stores)
NATIONAL FOOD STORES, INC.
GREAT A & P TEA CO., INC.
RED OWL STORES, INC.
SCHULTZ SAV-O STORES

Old contract plus the following changes:

1. Article IV Sec. C. add after third sentence - new sentence to read: "Furthermore, head meat cutters will not be scheduled for more than four (4) more such hours than Journeymen in the same market are scheduled.
2. Article IX Sec. A, Paragraph 1, 5th Sentence - revise to read as follows: "No employee shall be required to work past 5:00 pm on Christmas Eve and 6:00 pm on New Year's Eve."
3. Article XV, Sec. K, 1st Sentence, add: "but employees will not be compelled to submit choice of vacation prior to February 15."
4. Article XV, Sec. G, - delete - substitute as follows:
(1). After two (2) years of continuous full-time employment all full-time employees will be eligible for vacation benefits as of January 1st of each succeeding year.
(2). Part-time employees will be eligible for vacation benefits as of their anniversary date of each succeeding year.
5. Article X, Sec. A, last sentence - add after grandparents, "or grandchildren."
FUNERAL LEAVE
6. Article IX, Sec. A, 6th Sentence, change to read as follows: "Full-time employees who have completed thirty (30) calendar days of employment, shall be eligible for a personal holiday on a mutually agreeable day."
7. Article IX, Sec. B, 1st Sentence - after pro-rated holiday pay, add: "(including personal holiday)".
8. Article XVI, Sec. 10, new paragraph (d) to read as follows: "Transfers will not be made in an arbitrary, capricious or discriminatory manner, nor shall they be utilized for creating hardship to the employee in order to provoke his resignation.

9. Article X, Sec. C, 2nd Sentence - change to read as follows:
"the leave must be taken not later than ten (10) weeks prior to the anticipated date of birth. Last sentence, amend to conform with the foregoing.
10. Article VIII, Sec. B - Last sentence - DELETE.
11. Article V, New Section F - to read as follows:
"In scheduling part-time employees, the Employer shall schedule them for a minimum of twelve (12) hours per week. When scheduled, they shall not be reduced below twelve (12) hours per week in such week, it being understood that this cannot apply to an employee called in for replacement of another employee."
12. HEALTH & WELFARE - Increase to fifty dollars and fifty cents (\$50.50) per month, the first of the month following ratification. (was 38.00)
13. WAGES - Per attached - Appendix "A" --Wages.
14. Term of Agreement - 1 year - effective February 13, 1972 through February 17, 1973.

APPENDIX "A" -- WAGES

	OLD RATE	INCREASE	NEW RATE
HEAD MEAT CUTTER	4.9125	.33¢	5.2425
JOURNEYMEN	4.675	.31¢	4.985
APPRENTICES			
0 to 6 months	3.2725	.22¢	3.4925
6 to 12 months	3.5063	.23¢	3.7363
12 to 24 months	3.74	.25¢	3.99
24 to 30 months	3.974	.26¢	4.234
WRAPPERS			
0 to 3 months	2.5625	.17¢	2.7325
3 to 6 months	2.6375	.17¢	2.8075
6 to 12 months	2.869	.19¢	3.059
12 to 18 months	3.182	.21¢	3.392
After 18 months	3.45	.23¢	3.68
EXTRA JOURNEYMEN	4.705	.31¢	5.015
HEAD DELICATESSEN CLERK	3.545	.24¢	3.785
DELICATESSEN CLERKS (Full time)			
0 to 3 months	2.5625	.17¢	2.7325
3 to 6 months	2.6375	.17¢	2.8075
6 to 12 months	2.869	.19¢	3.059
12 to 18 months	3.182	.21¢	3.392
After 18 months	3.45	.23¢	3.68
DELICATESSEN CLERKS (Part time)			
0 to 6 months	2.10	.14¢	2.24
6 to 12 months	2.22	.15¢	2.37
12 to 24 months	2.645	.17¢	2.815
After 24 months	2.775	.18¢	2.955

- .02¢

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APR 22 1969
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U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D.C. 20212

X- 2/11/72

RECEIVED

APR 18 1969

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April 15, 1969

Mr. Henry E. Dubeniski, Secretary-Treasurer
Amalgamated Meat Cutters and Butcher Workmen
Of North America local #73
3510 West St. Paul Avenue
Milwaukee, Wisconsin 53208

Gentlemen:

We have in our file of collective bargaining agreements a copy of your agreement(s) between the Milwaukee Retail Meat Dealers Association and the National and Local Chaines, and the Amalgamated Meat Cutters and Butcher Workmen of North America local #73. The agreement we have on file expired in February 1969.

Would you please send us a copy of your current agreement—with any supplements (e. g. , employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated. We would also appreciate your sending us copies of your Health Insurance and Pension agreements. In addition, please provide the information requested below. You may return this form and your agreement in the enclosed envelope which requires no postage.

I should like to remind you that our agreement file is open to your use, except for material submitted with a restriction on public inspection.

Sincerely yours,

PLEASE RETURN THIS LETTER WITH
YOUR RESPONSE OR AGREEMENT(S).

Ben Burdetsky

Ben Burdetsky
Acting Commissioner

If more than one agreement is enclosed, please provide information separately for each agreement on the back of this form.

1. NUMBER OF EMPLOYEES NORMALLY COVERED BY AGREEMENT 1,250
2. Number and location of establishments covered by agreement 250 stores - 20 employers
3. Product, service, or type of business Retail Meat
4. If previous agreement has been extended without change, indicate new expiration date _____

Henry E. Dubeniski
(Your name)
3510 W. St. Paul Ave
(Street)

Secretary - Treasurer
(Position)
Milwaukee, Wis 53208
(City and State)